

**MINUTES OF THE MEETING OF THE
BOARD OF TRUSTEES OF
EASTERN ILLINOIS UNIVERSITY
CHARLESTON, ILLINOIS**

November 13, 2025

A meeting of the Board of Trustees was convened on November 13, 2025, at 11:00 am in the Dvorak Concert Hall of the Doudna Fine Arts Center, Eastern Illinois University, Charleston, Illinois. Mr. Chris Hicks, Chair, presided.

Roll Call

Roll was called:

Ms. Baurer	Present
Ms. Everett	Present
Ms. Madigan	Present
Mr. Ngoboh	Present
Dr. Ranchero	Present
Ms. Veatch	Present
Mr. Hicks	Present

Also present were the following:

Dr. Jay Gatrell, President
Dr. Holly Farley, Acting Provost and Vice President for Academic Affairs
Dr. Anne Flaherty, Vice President for Student Affairs
Mr. Matt Bierman, Vice President for Business Affairs
Mr. Mike Hutchinson, Director of Business Services/Treasurer
Ms. Mindy Spencer, Vice President for University Advancement
Mr. Austin Hill, General Counsel
Ms. Cindy Hutchison, Assistant Secretary, Board of Trustees

Executive Session

Ms. Madigan moved that the Board of Trustees convene in Executive Session to consider employment of employees, collective negotiating matters and executive session minutes as permitted by Section 2.C.1, 2 and 21 of the Open Meetings Act. Ms. Baurer seconded the motion. By unanimous vote, motion carried.

Ms. Madigan moved to return to the Open Session. Ms. Baurer seconded the motion. By unanimous vote, motion carried.

The Board of Trustees reconvened after lunch at 1:00 pm in the Dvorak Concert Hall of Doudna Fine Arts Center for the remainder of the Board of Trustees meeting.

Report from Board Chair

Chair Hicks opened the meeting with a welcome to all in attendance. He acknowledged the current fiscal environment across higher education and the impact of the recent staffing reductions to our colleagues across campus. Chair Hicks stated that change is essential to remain competitive and flourish within a rapidly shifting higher education environment and the difficult decisions made by the leadership team reflect a sustained commitment to safeguarding the university's future and its critical mission. The Board is confident that the leadership team and faculty can navigate the current fiscal challenges in a fashion that ensures our university remains a viable, relevant, and fiscally sound institution that continues to serve students, power social mobility, and advance our mission.

Chair Hicks also thanked Athletic Director, Tom Michael, for his leadership in the face of NIL (Name, Image, Likeness) and the changing environment we are experiencing in college athletics.

Committee Reports

Executive/Planning Committee

Mr. Hicks shared President Gatrell's Springfield update noting the 2% kept in reserve will not be forthcoming.

President Gatrell also shared that Tennessee Tech and the University of Arkansas at Little Rock are both leaving the OVC in 2026. This will leave 8 members in the OVC, Big South partnership. OVC commissioner Beth DeBauche resigned effective October 23, 2025, and a search to replace her is to be launched.

A recent safety incident that was deemed a hoax has prompted a review of timely and accurate communication. Chief Gamboa and administration will be meeting in December to regroup and learn from this. The text messaging system will be moving from an opt in to an opt out model.

General Counsel Austin Hill will be leaving EIU at the end of January 2026.

Finance/Audit Committee

Mr. Ngoboh reported on VP Bierman's update and Mike Hutchinson's line-item status report. VP Bierman reviewed the two purchase approvals: Campus Trash and Disposal Services Contract and Lawson Cooling Tower Replacement. An update was given on the utility tunnel rehabilitation

project. Bids came in over budget, and additional funds are being requested from the state. VP Bierman is optimistic that we will receive them. Construction is slated to begin January 2026. The project to install lights at Frost Field is under way and should be completed by the end of the semester. The science building project continues to move forward and is scheduled to go out for bid between December 2025 and February 2026. Plans to renovate Thomas Hall and Pemberton are also moving forward.

Academic and Student Affairs Committee

Ms. Everett shared VP Farley's update for Academic Affairs concerning restructuring. Restructuring proposals are due to the dean and provost by November 21, 2025, and dean feedback due to the provost by December 5, 2025. In January 2026 the provost and president will present the final restructuring proposal to campus and then bring to the Board of Trustees for vote at the April 2026 meeting.

Ms. Everett shared VP Flaherty's update for Student Affairs. Panther Shuttle is now offering point of service. One shuttle bus is being used to deliver students to requested locations within the route, while the other bus follows a designated route. Point of service is limited to Charleston and Amtrak in Mattoon. Students are required to fill out a machform found on the Panther Express Shuttle webpage to make a reservation for a ride.

University Advancement and Alumni Relations Committee

Dr. Ranchero shared VP Spencer's update from University Advancement and Alumni Relations. We are currently in the planning phase of the campaign with the anticipated future timeline for the campaign as follows: Silent – FY27; Public – FY29; Celebration – FY31/32. VP Spencer gave a Raiser's Edge update, and she shared the staffing assignments and current portfolios for her development team. 3178 gifts have been received to date in FY26 totaling \$2,429,219 which includes 345 new donors.

Homecoming and the alumni dinner on Friday were both successful. The Alabama football game's tailgate is sold out, and a new alumni event location is being added in Seattle, WA. Year-end solicitations will go out next week and Giving Blue Day will be included with the President's Appeal.

Enrollment Management Update

Mr. Hicks shared VP Norman's update for Enrollment Management. The Veterans Day Open House was well attended. Housing applications are up 10%, honors deposits up 14% and transfer applications have increased as well. New Interest Awards are helping to attract new students to EIU. REUP initiative identified 6342 potential returning learners from Fall 2007 to Summer 2024. EIU will engage with these students who have stopped out and encourage reenrollment. To date, College Vine AI Recruiter has generated 16,119 inquiries, 7130 applications and 3052 admits.

VP Norman expressed gratitude to the board for supporting his participation at Freshman Connection in Dallas, TX. He will be launching Veteran Connection here at EIU in Fall 2026, offering a mentorship for our veteran students to increase retention.

Action Items

- A.** Ms. Madigan moved to approve the minutes of the September 11, 2025 board meeting. Ms. Everett seconded the motion. By unanimous vote, motion carried.
- B.** Dr. Ranchero moved to approve the executive session minutes for 11/7/2024, 1/23/2025, 4/17/2025, 6/12/2025, and 9/11/2025 and for them to remain confidential except for redacted minutes for April 17, 2025 and September 11, 2025 – these will be posted on the website. Ms. Everett seconded the motion. By unanimous vote, motion carried.
- C.** Ms. Baurer moved to approve the Honorary Degree, Doctor of Public Services for Keith Kohanzo. Ms. Baurer seconded the motion. By unanimous vote, motion carried.
- D.** 1. Ms. Baurer moved to approve the purchase approval Trash Pick-Up and Disposal Services. This contract includes all equipment, labor and materials for trash collection and disposal services for the period beginning the date of execution through June 30, 2027. Cost not to exceed \$2,166,530 (based upon initial term and renewal options). Recommended vendor: Rumpke Waste Services of Illinois, Inc. Ms. Madigan seconded the motion.

Roll was called and the vote was as follows:

Ms. Baurer	Yes
Ms. Everett	Yes
Ms. Madigan	Yes
Ms. Veatch	Yes
Mr. Ngoboh	Yes
Dr. Ranchero	Yes
Mr. Hicks	Yes

2. Ms. Everett moved to approve the purchase approval Lawson Cooling Tower Replacement. The cooling tower on the roof of Lawson Hall is at the end of its useful life. It is one of six that is used to reject heat from our chilled water loop used to cool campus buildings. Delay in replacing it could cause it to fail and the campus chilled water system would not be able to keep up with the demand, impairing cooling. The unit experienced a failure last May which required interim repairs to keep it operational. Cost not to exceed \$600,000. Recommended vendor to be decided. Ms. Baurer seconded the motion.

Roll was called and the vote was as follows:

Ms. Baurer	Yes
Ms. Everett	Yes

Ms. Madigan	Yes
Ms. Veatch	Yes
Mr. Ngoboh	Yes
Dr. Ranchero	Yes
Mr. Hicks	Yes

- E. Ms. Madigan moved to approve the Non-Indentured and Indentured Reserves. Ms. Everett seconded the motion. By unanimous vote, motion carried.

Information Items

President's Report

President Gatrell introduced Mr. Tom Michael who gave an update on Intercollegiate Athletics.

Mr. Michael shared that student athletes can transfer as often as they like, making loyalty to a program and institution much more difficult to find. 74 student athletes entered the transfer portal last academic year and 71 of the incoming class came from the portal. Football alone has 53 new individuals on the team this year. In July EIU made the decision to opt in to the parameters set forth in the House vs NCAA settlement. This allowed EIU to grandfather student athletes for our rosters and provide revenue share opportunities with student athletes, having those payments come directly through the institution.

Over the past spring and summer, Mr. Michael represented EIU as one of four athletic directors in D1. He contributed to a working group designed to change the governance structure in Division 1.

For the past academic year, student athletes averaged a 3.33 department GPA for all sports with 21% holding a 4.0 GPA each semester. Men's Cross Country won the academic achievement award in the OVC. Other team awards: Softball had the 6th highest GPA among D1 programs; Volleyball earned the AVCA Team Academic Award; Women's Soccer – United Soccer Coaches Team Academic Award; Women's Basketball – WBCA Team Honor Roll Special Mention. The Student Athlete Advisory Committee raised over \$3000 for Shriners Hospital, raised over \$600 to send a veteran to the OVC Basketball Championship, and logged over 2000 community service hours in the Charleston/Mattoon area.

Mike Murray will officially retire at the end of December and Mr. Michael expressed his gratitude for all the work he has done for EIU.

Reports from Constituencies

Faculty Senate – Mr. Todd Bruns shared updates from Faculty Senate meetings where the following were discussed: IT issues; VSIP and non-renewals; department mergers; Division 1 vs 2 athletics; Distinguished Service Award; and campus safety.

Student Senate – Ms. Claire Weber shared executive board members attended the American Student Government Association Conference in Chicago on October 25. She also shared there are currently 13 senators; 6 approved RSO's; and 117 active RSO's. Three SGA resolutions were authored and passed concerning the layoffs and a referendum to remove the text "The Vice President of Student Affairs shall be responsible for Diversity in Action Council and Diversity, Equity, and Inclusion Week". This has gone to the Student Body twice as of November 5 and failed twice.

Current projects include surveys to collect opinions regarding D2L; RSO funding; Student Action Team preparation for Student Lobbying Day; working with SAAC and athletics to discuss bringing a chapter of Morgan's Message to EIU.

Summary of Purchases \$100,000 - \$249,999 and Exempt Purchases

<u>Vendor</u>	<u>Type of Purchase</u>	<u>Bids</u>	<u>Amount</u>
Alliant Insurance Services Inc.	Property Insurance	(A)	\$790,929.00
Musco Corporation	Baseball Field Lighting	(B)	\$770,000.00
University of Illinois	Electronic Library Resources	(C)	\$350,000.00
Dell Marketing LP	Campus Computer Purchases	(D)	\$300,000.00
Marsh USA	ELL Insurance	(E)	\$214,190.00
CORE Construction	Thomas Hall Renovation Design	(F)	\$194,085.00
United Rentals North America	80 Ft. Articulating Lift	(G)	\$177,134.00
Mythics LLC	Electrician Services	(H)	\$170,779.76
Southern Bus & Mobility	2 Shuttle Buses	(I)	\$168,000.00
EAB Global	Student Retention Platform	(J)	\$168,000.00
HD Supply Facilities Maintenance	MRO Products	(K)	\$108,106.00
Laner Muchin LTD	Legal Services	(L)	\$100,000.00

- (A) IPHEC Contract #IPHEC2101; Exempt per VB1d of Board Regulations
- (B) IPHEC Contract #2402GAL; Exempt per VB1d of Board Regulations
- (C) Intergovernmental Agreement
- (D) IPHEC Contract #IPHEC2207; Exempt per VB1d of Board Regulations
- (E) IPHEC Contract #INSUREFY18R; Exempt per VB1d of Board Regulations
- (F) IPHEC Contract #IPHEC1708; Exempt per VB1d of Board Regulations
- (G) IPHEC Contract #IPHEC1710; Exempt per VB1d of Board Regulations
- (H) IPHEC Contract #IPHEC1807; Exempt per VB1d of Board Regulations
- (I) Invitation for Bid (IFB) # EIUMJT2508
- (J) IPHEC Contract #IPHEC2222; Exempt per VB1d of Board Regulations

- (K) IPHEC Contract #188GAL; Exempt per VB1d of Board Regulations
(L) IPHEC Contract #IPHEC2009; Exempt per VB1d of Board Regulations

Deposit & Investment Report for the Quarter ended 9-30-2025

For the quarter ending September 30, 2025, the University had an average daily invested cash balance of \$97,199,755.25 and a net average daily balance of \$94,440,716.87. The annualized average yield was 4.41%.

FY25 Income Producing Grants and Contracts

FY2025 income producing contracts valued at \$10,000 or more totaled \$3,253,615 compared to \$2,585,617 in FY2024. FY2025 income producing contracts valued at \$10,000 or less totaled \$236,497.

FY25 Tuition Waivers

FY2025 undergraduate tuition waivers averaged \$5720 for 1701 undergraduate students and graduate tuition waivers averaged \$4387 for 598 graduate students.

University Highlights

University Highlights were provided as well as spotlight events around campus, student/faculty/staff/alumni honors and achievements, athletic events and honors.

Other Matters – None

Public Comment

The following individuals provided public comment:

- Mary Sam Laingen
- Kensi Kensel
- Sharon Dubosky
- Andrew Parish
- Jill Rennels-Hutti
- Lydia Craig
- Carolyn Bates

To learn more about the procedures for public comment, please visit:

<https://www.eiu.edu/trustees/regulation01.php#:~:text=At%20the%20end,to%20the%20Board>

Adjournment – The meeting was adjourned at 2:33 p.m.